

**OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE  
BOARD OF EDUCATION, EAU CLAIRE, WISCONSIN, DECEMBER 16, 2013  
PRESIDENT CRAIG PRESIDING**

Following the Pledge of Allegiance, President Craig called the meeting to order at 7:00 pm. Secretary Sandy LaValley confirmed that the meeting was properly noticed and was in compliance with the open meeting law.

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representative Kelsey Ackerman was present; Leah Sutliff was not present.

**PUBLIC FORUM**

No one signed up to address the Board.

**BOARD/ADMINISTRATIVE REPORTS**

Superintendent's Report

Superintendent Hardebeck shared a list of events on the Board's calendar for the next month.

Dr. Hardebeck announced that Jon Swedien, education writer for the *Leader* Telegram, has accepted a position in Albuquerque, New Mexico. She thanked him for his service and wished him well in his new position.

Communication to Superintendent/Board President

President Craig announced there will be two open seats on the School Board. People interested in running for School Board should contact the Business Office.

Student Representative Report

Kelsey Ackerman shared events going on at North High.

Other Reports

*Policy and Governance Committee*

The committee has not met since the last meeting.

*Budget Development Committee*

Com. Spindler reported that the committee discussed shared services and how that may affect the budget. With the compensation study and OPEB overview, the District will be looking at the capital budget and future requirements and how we can restructure.

Charter School Advisory Committee

Com. Cummins reported that the committee looked at the history of this group and loosely defined goals. The next meeting is scheduled for January.

**CONSENT RESOLUTION AGENDA**

Com. Johnson moved, seconded by Com. Duax, to approve the consent resolution agenda consisting of the following items:

- ◆ The minutes of Board meeting of December 2, 2013 as mailed.
- ◆ The minutes of closed session of December 2, 2013, as corrected.
- ◆ The gifts in the amount of \$46,677.50 for the period November 1, 2013, through November 30, 2013, as presented.
- ◆ The payment of all bills in the amount of \$5,553,389.01 and net payroll in the amount of \$4,599,346.46 for the period November 1, 2013, through November 30, 2013, as presented.
- ◆ The matters of employment of December 16, 2013, as presented.
- ◆ Revisions to Policy 532.41 – Military Leave

Consent resolution agenda items approved by unanimous roll call vote.

**INDIVIDUALLY CONSIDERED RESOLUTIONS**

Resolution #8 – Bid for Compensation Study

The Board asked to add National Board Certification compensation to the study and to look at how other districts handle that as well as comparing defined benefit vs. defined contribution plans from other districts.

Com. Cummins moved, seconded by Com. Duax, to accept the bid of \$45,000 from CBIZ for the compensation study for the ECASD. Carried by unanimous vote.

Regular meeting adjourned.

Submitted by Sandy LaValley, Board Secretary

**COMMITTEE MEETING  
BOARD OF EDUCATION – EAU CLAIRE, WISCONSIN  
DECEMBER 16, 2013**

1. Call to Order – Committee Meeting

Board Members present: Craig, Cummins, Duax, Hambuch-Boyle, Johnson, Spindler and Xiong. Absent: None. Student Representative Kelsey Ackerman was present; Leah Sutliff was not present.

2. Committee Reports/Items for Discussion

A. Discussion & Options for OPEB Liability – Part II

Mr. Dan Van De Water, Executive Director of Business Services, provided four options for the Board to consider to modify OPEB (insurance) and Supplemental Pension (stipend) benefits. Key Benefit Concepts, the District's actuarial firm, completed an updated actuarial liability study and calculated the financial impact of these options. The updated actuarial liability study shows that as of July 1, 2013, the projected cost for eligible employees over a 30-year period is \$220,723,621. The Unfunded Actuarial Accrued Liability (UAAL) is the difference between the actuarial accrued liability and the actuarial value of assets currently held. The UAAL totaled \$79,379,308.

The Board talked about other variables such as looking at the differences in retirement age and how it would affect the four options, receiving comparability data from other school districts, and how the District having its own health clinic could impact OPEB costs. The Board directed that the information be referred to the Employee Relations Committee (ERC) through consideration of the Employee Handbook revisions. The Board considered scheduling a Work Session in June to discuss this topic in greater detail.

There was consensus by the Board to continue looking at modifications. Information that the Board requested in order to better understand OPEB factors included unfunded liability comparisons with other comparable districts, the average age of retirement in the ECASD and whether this influences long term unfunded liability, and analysis of the compensation study.

Additionally, the Board felt it was important to discuss the impact of the potential ECASD Clinic model; Joint Service initiatives regarding health insurance (possibly get timeline/options); the philosophical framework regarding the Board's fiduciary responsibility, proper compensation relative

to past contracts and future retention of employees, and the role of early retirement incentives; and employee feedback (from ERC, Wellness as options) There was a request to do a 'point in time comparison' between the projected total OPEB benefit between a teacher/employee's OPEB total benefit package as offered before 2004 and after 2008 (when final changes were instituted). The intent is to compare hypothetical benefit offerings side-by-side.

The Board wanted to expand the list of options to consider:

- Expanding hybrid models of the original four options
- Excluding stipend adjustment from options
- Increasing age of retirement and recalculating liability

#### B. Discussion of WASB Delegate Resolutions

The Board received copies of the 15 Wisconsin Association of School Boards (WASB) Resolutions that will be acted on at the WASB Delegate Assembly. President Craig, who is the Board's delegate, said that the State Convention is an annual opportunity for ECASD Board members to advocate for legislative changes that will impact public schools in Wisconsin. The Board had asked the District Leadership Team to provide feedback on these resolutions and that information was shared with the Board.

The Board was asked to provide guidance on these Resolutions as part of their role in the Delegate Assembly. Clarification on some of the resolutions was provided and the Board will be asked to support the resolutions as part of the consent agenda at the next meeting.

#### C. Demographic Trends & Facilities Committee Update

Mr. Tim Leibham, Executive Director of Administration, shared an overview of the work of the Demographic Trends & Facilities Committee as well as a summary of projected enrollment and school capacity trends. The impact of the SAGE program has affected enrollments. There has been a discussion about enrollment imbalances between the high schools.

The Board discussed topics that could be reviewed at a Work Session dealing with Board Committee Structure. The guiding principles for this committee could also be reviewed to see if the committee needs to be restructured.

3. Request for Future Agenda Items

There was a request to review content standards that are not in the Common Core, topics that were in contracts that aren't in the Employee Handbook, and adding a Board legislative representative.

4. Other Business

5. Motion to Adjourn

Com. Cummins moved, seconded by Com. Hambuch-Boyle, to adjourn committee meeting. Carried by unanimous voice of acclamation.

6. Meeting adjourned at 9:35 pm.